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MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 23rd May, 1957

S.R.O. 1737.—In exercise of the powers conferred by section 29 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), the Central Government hereby makes the following rules, namely:—

RULES

CHAPTER I

PRELIMINARY

1. **Short title.**—These rules may be called the Working Journalists (Conditions of Service) and Miscellaneous Provisions Rules, 1957.

2. In these rules, unless the context otherwise requires:—

- (a) “Act” means the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955);
- (b) “authorised medical practitioner” means a registered medical practitioner designated as such under rule 24 and where no such practitioner has been designated, any registered medical practitioner;
- (c) “average pay” shall have the meaning assigned to it in the Industrial Disputes Act, 1947 (14 of 1947);
- (d) “competent officer” means an officer designated as such under rule 17;
- (e) “family” means—
 - (i) wife, in the case of a male working journalist;
 - (ii) husband, in the case of a female working journalist;
 - (iii) sons;
 - (iv) daughters;
 - (v) brothers and sisters;
 - (vi) father; and
 - (vii) mother.
- (f) “form” means a form appended to these rules;
- (g) “leave” means earned leave, leave on medical certificate, maternity leave, extraordinary leave, leave not due, casual leave, study leave or quarantine leave;

- (h) "earned leave" means leave admissible under clause (a) of section 7 of the Act;
- (i) "leave on medical certificate" means leave admissible under clause (b) of section 7 of the Act;
- (j) "leave not due" means leave which is not due to a working journalist but which may be granted to him in anticipation of its being earned subsequently;
- (k) "quarantine leave" means leave of absence from duty by reason of the presence of an infectious disease in the family or household of a working journalist;
- (l) "study leave" means leave granted to a working journalist to enable him to undergo any special course of training which may be of use to him in his journalistic career; and
- (m) "shifts": 'day shift' means a shift when any hours of work of the shift do not fall between the hours of 11 P.M. and 5 A.M.; 'night shift' means a shift when any hours of work fall between the hours of 11 P.M. and 5 A.M.

CHAPTER II

GRATUITY

3. Payment of gratuity.—Gratuity shall be paid to a working journalist or if he is dead to his heirs as soon as possible after it becomes due and in any case not later than three months.

4. Gratuity due to a deceased working journalist—to whom payable.—On the death of a working journalist—

- (a) if a nomination made by him in accordance with rule 5 subsists, the gratuity shall be paid to his nominee or nominees in accordance with such nomination; and
- (b) if no nomination subsists or if that nomination relates only to a part of the gratuity, the amount of the gratuity or the part thereof to which the nomination does not relate, as the case may be, shall be paid to his heirs.

5. Nominations.—(1) A working journalist shall, as soon as he completes three years of continuous service, or in the case of those who have completed three years of continuous service at the commencement of the Act, as soon as may be after these rules come into force, make a nomination in form A conferring the right to receive any gratuity payable under the Act, in the event of his death before the amount has become payable or, where the amount has become payable, before the payment has been made.

(2) A working journalist may, in his nomination distribute the amount that may become due to him amongst his nominees at his own discretion.

(3) If a working journalist has a family at the time of making a nomination, the nomination shall be in favour of one or more persons belonging to his family. Any nomination made by such working journalist in favour of a person not belonging to his family shall be invalid.

(4) If at the time of making a nomination, a working journalist has no family, the nomination may be in favour of any person or persons, but if he subsequently acquires a family, such nomination shall forthwith be deemed to be invalid and the working journalist shall make a fresh nomination in favour of one or more persons belonging to his family.

(5) A nomination made under sub-rule (1) or a fresh nomination made under sub-rule (4), as the case may be, may at any time be modified by the working journalist after giving a written notice of his intention to do so in form B. If the nominee predeceases the working journalist, the interest of the nominee shall revert to the working journalist, who may make a fresh nomination in accordance with these rules.

(6) A nomination or its modification shall take effect, to the extent it is valid on the date on which it is received by the newspaper establishment.

6. Deductions from gratuity.—The gratuity will be subject to deductions on account of overpayments made to a working journalist by the newspaper establishment liable to pay such gratuity and monies borrowed by the working journalist from such newspaper establishment

CHAPTER III

HOURS OF WORK

7 Special provisions regarding editors etc—(1) The provision of this Chapter shall not apply to editors, or to correspondents, reporters or news-photographers

(2) Notwithstanding anything contained in sub-rule (1), the following provisions shall apply to every correspondent, reporter or news-photographer stationed at the place at which the newspaper (in relation to which any such person is employed) is published, namely —

- (a) subject to such agreement as may be arrived at either collectively or individually between the parties concerned, every such correspondent, reporter or news-photographer shall, once he enters upon duty on any day, be deemed to be on duty throughout that day till he finishes all the work assigned to him during that day:

Provided that if such correspondent, reporter or news-photographer has had at his disposal for rest any interval or intervals for a total period of two hours or less between any two or more assignments of work, he shall not be deemed to be on duty during such period,

Provided further that where the total period of such interval or intervals exceeds two hours, he shall be deemed to be on duty during the period which is in excess of the said period of two hours,

- (b) Any period of work in excess of thirty-six hours during any week (which shall be considered as a unit of work for the purposes of this sub-rule) shall be compensated by rest during the succeeding week and shall be given in one or more spells of not less than three hours each

Provided that where the aggregate of the excess hours worked falls short of three hours, the duration of rest shall be limited only to such excess

8 Normal working day.—The number of hours which shall constitute a normal working day for a working journalist exclusive of the time for meals shall not exceed six hours per day in the case of a day shift and five and half hours per day in the case of a night shift and no working journalist shall ordinarily be required or allowed to work for longer than the number of hours constituting a normal working day

9 Interval for rest.—Subject to such agreement as may be arrived at between a newspaper establishment and working journalists employed in that establishment, the periods of work for working journalists shall be so fixed that no working journalist shall work for more than four hours in the case of day shift and three hours in the case of night shift before he had had an interval of rest, in the case of day shift for one hour, and in the case of night shift for half an hour

10 Compensation for overtime work—When a working journalist works for more than six hours on any day in the case of a day shift and more than five-and-half hours in the case of a night shift he shall, in respect of that overtime work, be compensated in the form of hours of rest equal in number to the hours for which he has worked overtime

11 Conditions governing night shifts.—No working journalist shall be employed on a night shift continuously for more than one week at a time or for more than one week in any period of fourteen days

Provided that, subject to the previous approval of the State Labour Commissioner or any authority appointed by the State Government in this behalf, the limit prescribed in this rule may be exceeded where special circumstances so require.

12. **Interval preceding change of shift.**—In the case of change of shift from night shift to day shift or *vice versa*, there shall be an interval of not less than twenty-four consecutive hours between the two shifts and in the case of a change from one day shift to another day shift or from one night shift to another night shift there shall be interval of not less than twelve consecutive hours;

Provided that no such interval may be allowed if such interval either coincides with, or falls within, the interval enjoyed by a working journalist under sub-section (2) of section 6 of the Act.

CHAPTER IV

HOLIDAYS

13. **Number of holidays in a year.**—A working journalist shall be entitled to ten holidays in a calendar year.

14. **Compensatory holidays.**—If a working journalist is required to attend on a holiday, a compensatory holiday shall be given to him, within thirty days immediately following the holiday, on a day mutually agreed upon by him and his employer.

15. **Wages for holidays.**—A working journalist shall be entitled to wages on all holidays as if he was on duty.

16. **Wages for weekly day of rest.**—A working journalist shall be entitled to wages for the weekly day of rest as if he was on duty.

CHAPTER V

LEAVE

17. **Competent Officers.**—Every newspaper establishment may designate one or more officers in that establishment as competent officers for the purposes of this chapter.

18. **Application for leave.**—(1) A working journalist who desires to obtain leave of absence shall apply in writing to the competent officer.

(2) Application for leave, other than casual leave, leave on medical certificate and quarantine leave, shall be made not less than one month before the date of commencement of leave, except in urgent or unforeseen circumstances.

19. **Recording of reason for refusal or postponement of leave.**—If leave is refused or postponed, the competent officer shall record the reasons for such refusal or postponement, as the case may be, and send a copy of the order to the working journalist.

20. **Affixing of holidays to leave.**—Holidays, other than weekly days of rest, shall not be prefixed or suffixed to any leave without the prior sanction of the competent officer.

21. **Holidays intervening, during period of leave.**—A holiday, including a weekly rest day, intervening during any leave granted under these rules shall form part of the period of leave.

22. **Recall before expiry of leave.**—(1) A newspaper establishment may recall a working journalist on leave if that establishment considers it necessary to do so. In the event of such recall such working journalist shall be entitled to travelling allowance if at the time of recall he is spending his leave at a place other than his headquarters.

(2) The travelling allowance which shall be paid to a working journalist under sub-rule (1) shall be determined in accordance with the rules of the newspaper establishment governing travelling allowance for journeys undertaken by working journalists in the course of their duties.

23. **Production of medical certificate of fitness before resumption of duty.**—A working journalist who has availed himself of leave for reasons of health may be required by his employer to produce a medical certificate of fitness from an authorised medical practitioner before he resumes duty.

24. **Designation of authorised medical practitioner.**—Every newspaper establishment may designate one or more registered medical practitioner as authorised medical practitioners for the purposes of these rules.

25. **Earned leave.**—(1) A working journalist shall be entitled to earned leave on full wages for a period not less than one month for every eleven months spent on duty:

Provided that he shall cease to earn such leave when the earned leave due amounts to ninety days.

(2) The period spent on duty shall include the weekly days of rest, holidays, casual leave and quarantine leave.

26. **Wages during earned leave.**—A working journalist on earned leave shall draw wages equal to his average monthly wages earned during the period of twelve complete months spent on duty, or if the period is less than twelve complete months, during the entire such period, immediately preceding the month in which the leave commences.

27. **Cash compensation for earned leave not availed of.**—(1) When a working journalist voluntarily relinquishes his post or retires from service on reaching age of superannuation, he shall be entitled to cash compensation for earned leave not availed of upto a maximum of thirty days:

Provided that a working journalist who has been refused earned leave due to him shall be entitled to get cash compensation for the earned leave so refused:

Provided further that in the case of a working journalist who dies while in service and who has not availed himself of the earned leave due to him immediately preceding the date of his death, his heirs shall be entitled to cash compensation for the leave not so availed of.

(2) When a working journalist's services are terminated for any reason, whatsoever, other than as punishment inflicted by way of disciplinary action, he shall be entitled to cash compensation for earned leave not availed of upto a maximum of ninety days.

(3) The cash compensation shall not be less than the amount of wages due to a working journalist for the period of leave not availed of, the relevant wage being that which would have been payable to him had he actually proceeded on leave on the day immediately preceding the occurrence of any of the events specified in sub-rules (1) or (2), as the case may be.

28. **Leave on medical certificate.**—(1) A working journalist shall be entitled to leave on medical certificate on one-half of the wages at the rate of not less than one month for every eighteen months of service:

Provided that he shall cease to earn such leave when the leave on medical certificate amounts to ninety days.

(2) The medical certificate shall be from an authorised medical practitioner.

(3) Leave on medical certificate may be taken in continuation with earned leave provided that the total duration of earned leave and leave on medical certificate taken together shall not exceed a hundred and twenty days at any one time.

(4) A working journalist shall be entitled at his option to convert leave on medical certificate on one-half of the wages to half the amount of leave on full wages.

(5) The ceiling laid down in the provisos to sub-rule (1) and sub-rule (3) on the accumulation and total duration of leave may be relaxed by the competent officer in the cases of working journalists suffering from lingering illness such as tuberculosis.

29. **Maternity leave.**—(1) A female working journalist who has put in not less than one year's service in the newspaper establishment in which she for the time being employed shall be granted maternity leave on full wages for a period which may extend up to three months from the date of its commencement or six weeks from the date of confinement whichever be earlier.

(2) Leave of any other kind may also be granted in continuation of maternity leave

(3) Maternity leave shall also be granted in cases of mis-carriage, including abortion, subject to the condition that the leave does not exceed six weeks.

30. **Quarantine leave.**—Quarantine leave on full wages shall be granted by the newspaper establishment on the certificate of the authorised medical practitioner designated as such under rule 24 or where, there is no such authorised medical practitioner by a district public health officer or other Municipal health officer of similar status, for a period not exceeding twentyone days, or, in exceptional circumstances, thirty days. Any leave necessary for quarantine purposes in excess of that period shall be adjusted against any other leave that may be due to the working journalist.

31. **Extraordinary leave.**—A working journalist who has no leave to his credit may be granted extraordinary leave without wages at the discretion of the newspaper establishment in which such working journalist is employed.

32. **Leave not due.**—A working journalist who has no leave to his credit may be granted at the discretion of the newspaper establishment in which such working journalist is employed leave not due.

33. **Study leave.**—A working journalist may be granted study leave with or without wages at the discretion of the newspaper establishment in which such working journalist is employed.

34. **Casual leave.**—(1) A working journalist shall be eligible for casual leave at the discretion of the newspaper establishment for fifteen days in a calendar year:

Provided that not more than five days' casual leave shall be taken at any one time and such leave shall not be combined with any other leave.

(2) Casual leave not availed of during a calendar year will not be carried forward to the following year.

35. **Wages during casual leave.**—A working journalist on casual leave shall be entitled to wages as if he was on duty.

CHAPTER VI

MISCELLANEOUS

36. **Applications under section 17 of the Act.**—(1) An application under section 17 of the Act shall be made to the Government of the State where the headquarters of the newspaper establishment in which he is employed or its Branch are situated.

(2) Before deciding any application under section 17, the State Government or such authority specified in this behalf by the State Government under that section shall give a reasonable opportunity to the parties concerned of being heard.

37. **Appointment of Inspectors.**—The State Government may by notification in the Official Gazette, appoint one or more Inspectors and assign to every such Inspector such jurisdiction as it thinks fit. It shall be the duty of every such Inspector to ensure that the provisions of the Act and rules thereunder and the decisions if any, of a Wage Board constituted under the Act, are implemented in full by all newspaper establishments within his jurisdiction. He may visit any newspaper establishment, and may make such enquiries and collect such information as he may consider necessary for the proper discharge of his duties.

38. **Effect of rules and agreements inconsistent with these rules.**—The provisions of these rules shall have effect notwithstanding anything inconsistent therewith contained in any other rule or agreement or contract of service applicable to a working journalist:

Provided that where under any such rule, agreement or contract of service or otherwise, a working journalist is entitled to benefits in respect of any matter which are more favourable to him than those to which he would be entitled under these rules, the working journalist shall continue to be entitled to the more favourable benefits in respect of that matter, notwithstanding that he receives benefits in respect of other matters under these rules.

FORM 'A'

Nomination form for payment of gratuity under section 5 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.

Rule 5(1)

1. Name (in block letters).....Surname (if any).....
2. Sex.....
3. Religion.....
4. Occupation.....
5. Father's name.....
6. Husband's name.....
(for married women only.)
7. Marital Status.....
(whether bachelor, spinster, married, widow or widower)
8. Date of birth.....day.....Month.....Year.....
9. Permanent address:—

Village.....Thana.....District.....State.....

I hereby nominate the person/s mentioned below to receive the amount of gratuity standing to my credit, in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount shall be distributed among the said persons in the manner shown below against their names:—

Name and address of the nominee or nominees	Nominee's relationship with the working journalist	Age of nominee	Amount of share of gratuity to be paid to each nominee	Contingencies on the happening of which the nomination shall become invalid
1	2	3	4	5

Date

Signature of the working journalist.

Certified that above declaration has been signed by.....employed in
.....(the name of the newspaper establishment to be given)
before me after he has read the entries.
the entries have been read over to him by me.

Dated..... Signature of a responsible officer of the Newspaper establishment.

Signature of witness(1) Designation.....

Dated

Signature of witness(2) Name and address of the newspaper establishment.....

Dated

FORM "B"

Nomination form for payment of gratuity under section 5 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955.

Rule 5(5)

I.....hereby cancel the nomination made by me on the.....as regards the disposal in the event of my death of the amount of gratuity standing to my credit and hereby nominate the person/s mentioned below to receive the amount of gratuity standing to my credit, in the event of my death before that amount has become payable, or having become payable has not been paid and direct that the said amount shall be distributed among the said persons in the manner shown below against their names:—

Name & address of the nominee or nominees	Nominee's relationship with the working journalist	Age of the nominee	Amount or share of gratuity to be paid to each nominee	Contingencies on the happening of which the nomination shall become invalid
1	2	3	4	5

Dated

Signature of the working journalist.

Certified that the above declaration has been signed before me by.....employed in.....(the name of the newspaper establishment to be given).

Dated

Signature of a responsible official of the newspaper establishment.

Signature of witness

(1) Designation

Dated

Name and address of the Newspaper

Signature of witness

(2) Establishment

Dated

[No. WJ/II/1/56.]

VISHNU SAHAY, Secy.